



UNIVERSITY OF GOANDAR

**Thesis submitted for partial fulfillment of the requirements of the MSc in
Advanced Clinical Anaesthesia**

**Job satisfaction and Associated Factors among Anesthetists Working in
Amhara National Regional State, Northwest Ethiopia, April to May
2017. Multicenter Cross-sectional Study.**

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Title of the research project:

Job Satisfaction and associated factors among anesthetists working in Amhara National Regional State, Northwest Ethiopia, 2017.

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ACRONYMS AND ABBREVIATIONS

AOR	Adjusted Odds ratio
CI	Confidence Interval
COA	Crudes Odds Ration
FMOH	Federal Ministry of Health
ICU	Intensive Care Unit
MMSS	Muller and Mclosky Satisfaction Scale
OR	operation room
WHO	World Health Organization

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ABSTRACT

Background- Job satisfaction is an important determinant of health staff motivation, retention and performance. Difficulties in critical decision making and problems with lack of respect and recognition lead to lower job satisfaction level among anesthetists. This might lead to high turnover intention; drop out from the profession, burnout, impaired health status of anesthetists, and lower work performance.

Objective: The aim of this multicenter cross-sectional study was to assess the level of job satisfaction and associated factors among anesthetists working in Amhara regional state.

Methods: A multi-center cross sectional study design was employed. Ninety eight anesthetists who were working in Amhara National Regional State hospitals were involved in this study. Data was collected using self-administered questionnaire.

Result: Ninety eight out of 104 participants were involved in this study with a response rate of 94.3%. The overall mean job satisfaction was 46.9%. Data analysis by using logistics regression showed that only working position (AOR=2.269; CI=1.137-6.740) was independent predictor of job satisfaction. Anesthetists were least satisfied from co-worker relationships, work schedule, professional opportunity and recognition while they were most satisfied from social interaction, control responsibility, salary and benefits.

Conclusion and Recommendation: Job satisfaction of anesthetists was low. We suggest the increase of the number of anesthetists; creation of professional development and recognition of the Anesthesia professional.

Keywords: Anesthetists, job satisfaction, job dissatisfaction, burnout

1. INTRODUCTION

Anesthetists are experts in intensive care, perioperative patient care acute and chronic pain management, as well as research, and teaching, both at undergraduate and postgraduate levels(1). Involvement in stressful, and overloaded working areas results in higher turnover intention, burnout and job dissatisfaction (2,3). Demand-supply imbalance for anesthetists has greatly increased, and they are overworking (4). Work load and stress due to difficulties in critical decision making have been shown as problems with the specialty of anesthesia(5). Anesthetists lack recognition and feedback from patients and even colleagues despite working within a team(5,6). All these produces lower job satisfaction that might impair the health of anesthetists their job performance(7).

.WHO in 2013 reported that healthcare worker shortages are common globally and the world will be debt of 12.9 million health workers by 2035(8). Shortage and misdistribution of anesthetists is a social problem in many countries leading to workload, stress, job dissatisfaction and finally burn out(9). Lack of recognition from management, lack of public and client awareness towards the role of anesthetists and feedback towards anesthesia has been indicated as causes of low job satisfaction(1,5,10). The practice of anesthesia requires detail depth of knowledge, high work demand, and experience, which makes it stressful to practitioners of this field and increases the risk of lower job satisfaction. Job satisfaction has been linked to motivation for performance of health professionals and become interest of research community(11).

A study conducted in Switzerland suggest that there needs to evaluate employees' satisfaction, to improve their working condition and to ensure strategies and coping mechanisms to reduce professional stress(5). Little is known about anesthetists' levels of job satisfaction or workload stress despite they play a key role in the operating room, ICU, emergency department and involving in research, teaching(4). Lack of job support, long working hours, difficulty in decision making, and challenges in managing life threatening scenarios has been shown associated with increased stress and low level of job satisfaction(12).

A study of Netherlands found that Job satisfaction as one of the most important and well-investigated work attitudes in organizational behavior and turnover intention is related to

dissatisfaction with job(13). Another report showed that autonomy, relationships with colleagues, staff, patients, and pay, resources, as well status as domains describing physician satisfaction with jobs(14). A study conducted in United States of America showed that female physicians were more dissatisfied than their male colleagues(15). Against this, one investigation found no difference in satisfaction among men and women anesthetists(16). A study performed in Kenya showed that inhospitable working condition, limited promotion opportunities, and weak health care systems result dissatisfaction and demotivation with work and for leaving the country(17). According to a study in Jimma(Ethiopia) reasons for dissatisfaction of health care workers were lack of motivation, inadequate salary, insufficient training opportunities and inadequate number of human resources and satisfiers were getting satisfaction from helping others and professional gratification(18). Control over decision-making, and allowing anesthetists to have more influence on their own work pace and flexible work schedule improves working conditions which leads to better job satisfaction and motivation among Switzerland anesthetists(2). A study conducted in Australia found that high standard of practice and practical aspects of the job were satisfying, whereas poor recognition and long hours were the dissatisfying aspects of the job(6).Lack of achievement and lack of recognition are identified as dissatisfiers than working conditions and interactions with the seniors(19).

One Litreature review commented that improving overall health and improving work satisfaction may decrease burnout among operation theatre team members(20). Company policies, opportunities for advancement and the relation between pay and the amount of work are also suggested to be job dissatisfiers among health workers(21). A meta-analysis conducted in United Kingdom found that job satisfaction level is an important factor influencing the health of workers(22). Anaesthesia specialty has been identified as a specialty at risk of professional burnout which is associated with poor health including marital difficulties, anxiety, and depression might contribute to alcoholism and drug addiction(7).

Particularly, stress, arising from handling severe illness and death, operating complex equipments, and experiencing a lack of recognition with members of other occupational groups or managers leads to burnout and job dissatisfaction(2,6,23). A study done in Austria showed that one-quarter of anesthetists working in teaching hospitals were at risk for burnout syndrome(characterized by mental and physical exhaustion), and 50 % of anesthetists had

greater job dissatisfaction ($P = 0.002$) with their job and plan to future dropout from their profession(24).

Job satisfaction of anesthetists is an important key issue for their wellbeing and for improved quality of patient care. The specialty of anesthesia has been classified as high risk for the development of job dissatisfaction. Dropout from the profession due to stress, fatigue, and long working hours is the problem of anesthetists throughout the world. According to the report by Ethiopian association of Anesthetists there are a total of 1200 anesthetists serving a population of 100 million in the country showing that there is shortage of anesthesia professionals which may lead to increased workload and job dissatisfaction.

In our country, the number of anesthetists in intention of turnover, dropout from the profession and leaving the working area is increasing which is a challenge for the health care system. One Study also showed that job satisfaction is determinant factor for motivation and increased work effectiveness, efficiency and quality(19). A cross-sectional study performed in Ethiopia showed that less than half (45.8 %) of anesthetists were satisfied with their job(10). There is limited published data on job satisfaction of Anesthetists

The present study was designed to assess the overall job satisfaction and determine factors affecting the level of job satisfaction among anesthetists which may help health policy makers to implement health policies that focus on incentives, conducive working conditions, fair workloads, and employee retention.

3. STUDY OBJECTIVE

3.1 GENERAL OBJECTIVE: To assess job satisfaction and associated factors among anesthetists working in Amhara regional state, Northwest Ethiopia.

3.2 SPECIFIC OBJECTIVES

To assess the level of job satisfaction among anesthetists

To determine factors associate with job satisfaction

4. METHODOLOGY

Multicenter cross -sectional study was conducted from April to May 2017 in Amhara regional state, Northwest Ethiopia.

4.1 STUDY AREA

There are five referral and 12 general hospitals in Amhara National Regional State (FMOH) report. According to the information from the Amhara regional health bureau there are about 104 anesthetists working in the Region.

4.2 SOURCE POPULATION

All Anesthetists working in Amhara National Regional State

4.3 STUDY POPULATION

Anesthetists working in Amhara National Regional State who be available during data collection period.

4.4. INCLUSION AND EXCLUSION CRITERIA

4.4.1 INCLUSION CRITERIA

Anesthetists working in Amhara National Regional State.

4.4.2 EXCLUSION CRITERIA

Anesthetists who were not available during the data collection period were excluded from participation.

4.4.3 DEPENDENT VARIABLES

Level of job satisfaction which was recorded on a five-point Likert scale.

4.4.4 INDEPENDENT VARIABLE

Socidemographic variables including, age, gender, religion, educational status, marital status years of practice.

And work related characteristics working position, salary, working hours per week.

Job satisfaction subscales like control responsibility, schedule, co-worker interaction, praise and recognition, social interaction etc.

4.5 OPERATIONAL DEFINITIONS

Job satisfaction: One's positive perceived emotion on the appraisal of his/her job which is measured by taking the mean(average) score of different 24 items by using five point Likert scale (from 1=very dissatisfied to 5= very satisfied). The overall job satisfaction score was calculated by taking the average (mean) score of all the subscales.

To measure level of job satisfaction of each individual, the mean (average) value of all subscales was calculated. Mean value of subscales was taken as a cut point value to determine whether an anesthetist was satisfied to his/her job or not. As a result, Anesthetists for whom score was below mean were considered as dissatisfied and those with mean and above were regarded as satisfied.

Likert scale: The sum of response to several Likert items.

Likert items: The statement that the respondents are asked to evaluate in the survey

4.7. DATA COLLECTION PROCEDURES

Having approval from Institutional ethical review board of University of Gondar, a self-administered questionnaire consisting of sociodemographic variables and 24-item of job satisfaction tool was sent through hand delivered questionnaire for all anesthetists working in Amhara regional state and the data was collected by five data collectors within a month after administration of the questionnaires and it was supervised by the principal investigator.

4.8. DATA QUALITY MANAGEMENT

Study participants were oriented on how to fill the questionnaire and data collection was supervised by the supervisor. The data was cleaned and checked for completeness using Epi info.

4.9 DATA PROCESSING AND ANALYSIS PROCEDURES

Data was coded, entered and analysed using SPSS version 20 statistical software. Each item of the job satisfaction was measured by a 5 point likert scale having a total of 24 items as validated by Tourangeau et al. The reliability coefficient (Cronbach's alpha) of this instrument for our total respondents was 0.88. The 24 items were further divided into seven subscales. Predictor items were also summated accordingly to determine agreement status of respondent by using computed mean for each sub scale and the higher means score indicating higher satisfaction from the subscales. Descriptive statistics was presented as frequency and percentage

Using Binary logistics regressions model bivariate and multivariate analyses were employed to determine the association between dependent and independent variables. Variables with P-value of <0.2 from bivariate analysis were taken to multivariate analysis. P-values <0.05 were considered statistically significant.

4.10 ETHICAL CONSIDERATION

Ethical clearance was obtained from School of Medicine ethics committee of University of Gondar. Written informed consent was obtained from each study participant after clear explanation on what the study entails. Anyone not willing to participate in the study were informed that, they have full right not to participate or stop at any time. Confidentiality was ensured by keeping the secrecy of personal identification, keeping completed questionnaires and results in well secured area.

3. RESULTS

SOCIODEMOGRAPHIC CHARACTERISTICS

Out of 104 eligible anesthetists working in Amhara National Regional State, 98 responded the self-administered questionnaire, giving a response rate of 94%. Of study participants, 77(78.6%) were male while 21(21.4%) were females and most of the respondents were unmarried 57(58.2%). Of study subjects, 61(62.2%) were in the age group of 25-30 years followed by 9(9.2%) above 30 years. Of the total respondents, 62(63.3%) were BSc, 17 (17.3%) MSc, 19 (19.4%) diploma anesthetists.

Table 1. Sociodemographic characteristics of anesthetists working in Amhara National Regional State April to May, 2017(N=98)

Variables		frequency	percent
Gender	Male	77	78.6
	Female	21	21.4
Age	<25	17	17.3
	25-30	61	61.2
	31-35	11	11.9
	>35	9	9.2
Marital status	single	57	58.2
	married	41	41.8
Educational status	BSc	62	63.3
	Diploma	19	19.4
	MSc	17	17.3
Religion	orthodox	70	71.4
	Muslim	16	16.3
	protestant	12	12.3
Salary in ETB	<5000	17	17.3
	5000-7000	38	38.8
	7000-9000	27	27.6
	>9000	16	16.3

WORK RELATED CHARACTERISTICS

Regarding work experience more than half 75(76.5%) served 1-5 years and 6(6.1%) of them served above 9 years. Of the study participants, 56(57.1%) were clinical staffs and 42(42.9%) were academic staffs and 32(32.7%) of them among total were working more than 90hours per week.

Table 2: Work related characteristics of anesthetists working in Amhara national regional state, April to May, 2017(N=98)

Variables		frequency	Percent
Work experience in years	1-5	75	76.5
	6-10	17	17.3
	>10	6	6.1
Working position	Clinical	56	57.1
	Academic	42	42.9
Working hours per week	≤50	27	27.6
	51-70	19	19.4
	71-90	20	20.4
	>90	32	32.7
Resource and supply	1. In adequate	55	56.1
	2. Adequate	43	43.9

JOB SATISFACTION OF ANESTHETISTS

Overall, forty six (47.9%) of respondents were satisfied (see Table 3). Regarding each subscales, more than half of study participants 58 (59.5%) were satisfied with their control and responsibility at the work place and 54 (55.1%) of anesthetists were satisfied with interaction with patients. Coworker relationship 37 (37.8%), work scheduling 43(43.9%), professional opportunities, and recognition 48 (49%) were among factors for which less than half of respondents were satisfied (Table 3).

Table 3: Satisfaction level among participants by job satisfaction subscales in Amhara national regional state April to May, 2017 (N=98)

Job satisfaction subscales	Level of satisfaction	
	Satisfied	dissatisfied
	n (%)	n (%)
Control and responsibility	58(59.2)	40(40.8)
Scheduling	43(43.9)	55(56.1)
Social interaction	54(55.1)	44(44.9)
Professional opportunities	46(46.9)	53(54.1)
Salary and Benefits	50(51)	48(49)
Praise and recognition	48(49)	50(51)
Co-worker	37(37.8)	61(62.2)
overall	46(46.9)	53(53.1)

FACTORS ASSOCIATED WITH JOB SATISFACTION

Univariate analysis indicated that age of respondents, gender, age, working position and medical resource and supply were significantly associated with job satisfaction. The cut point for Statistical significance was $P < 0.20$ in Crude analysis. Multivariate analysis showed that Anesthetists in academic position were about three times more satisfied (AOR=2.91; CI=1.20-7.056.740) (Table5) compared to those in clinical position. Other variables mentioned above were not associated significantly with job satisfaction.

Table 4: Multivariate analysis for predictors of job satisfaction of anesthetists, Amhara National Regional State April to May, 2017(N=98)

Independent predictors		Job satisfaction		COR	AOR
		Satisfied	Dissatisfied	(95% CI)	(95% CI)
Gender	Male	39	38	2.05(0.74-5.64)*	
	Female	7	14	1	***
Age	<25	9	8	1	***
	25-30	23	38	0.53(0.18-1.59)	
	31-35	6	5	1.06(0.23-4.88)	
	>35	8	1	7.11(0.72-6.85)*	
Marital status	Single	24	33	1.23(0.55-2.76)	
	Married	16	25	1	***
Working Position	Academic	25	17	2.45(1.08-5.56)*	2.91(1.20-7.05)**
	Clinical	21	35	1	1
Working hour/week	≤50	14	13	2.38(0.83-6.83)	
	51-70	11	8	2.62(0.81-08.43)	
	71-90	7	13	1.56(0.49-4.90)	
	>90	8	24	1	***
Educational status	MSc	5	12	2.66(0.67-10.58)	
	BSc	25	37	2.4(0.75-7.62)	
	Diploma	10	9	1	***
Salary	<5000	9	8	1	***
	5000-7000	12	26	0.64(0.20-2.04)	
	7000-9000	11	16	0.71(0.25-2.40)	
	>9000	8	8	1.14(0.29-4.50)	
Work experience	1-3	23	33	1	***
	4-6	11	21	1.17(0.49-2.81)	
	7-9	1	1	1.33(0.07-22.41)	
	≥10	5	3	4.00(0.74-21.58)	
Resource and supply	inadequate	22	33	1	***
	adequate	24	19	1.89(0.84-4.25)*	

*=P-value <0.2

=P<0.05 and *=did not appear

7. DISCUSSION

Job satisfactions of health care workers play a vital role in improving quality of client care. The finding of the present study indicated that less than half (46.9%) of anesthetists were satisfied with their job in line with a study conducted in Jimma (Ethiopia) where 45.8% of anesthetists and 41.4%% of health workers were satisfied with their (10,18).

The result of the present study is inconsistent with the survey conducted in Canada and Nigeria which indicated that 75% and 58.7% of anesthesiologists respectively reported overall satisfaction with their job(1,3) This might be due to high surgical regard and public image, working in a standard set up, and faire salary and incentives in case of the Canadian and Nigerian studies.

The result of our study showed that anesthetists academic position were more satisfied compared to those of clinical staffs (AOR=2.91; CI=1.20-7.056.740). This might be due to advancing opportunities, difference in salary and incentives. Additionally, professional development might build up the confidence of anesthetists and increase their satisfaction.

In contrast to earlier findings (25,26) which showed 59.3% and 51.6% of health workers were satisfied only 37.8% of anesthetists were satisfied to co-worker interaction of their respective hospitals. Lack of trained OR assistance and misunderstanding with surgeons might result in lower job satisfaction in the study area. Although our result differ considerably from previous studies, it could be argued that managing critical events, communication problems (4) and stress might lead to bad reactions to co-workers.

In our study satisfaction with working schedule was low(43.9%) in accordance with (10,25,27) in which heavy work load and less flexible scheduling impaired job satisfaction. This might also be explained by shortage of anesthesia professionals in the study area. This study showed low (46.9%) satisfaction from professional development. This is consistent with a study conducted in Dutch(28) which showed providing sufficient opportunities for learning and grow would produce high job satisfaction level. Scholars reported that acquiring advanced skills and promotion motivate employees and achieve high job satisfaction(29).

The result of the present study showed respondents were less (51%) satisfied with recognition. It could be argued by the reason that the anesthesia professional is a new specialty in our country

and public awareness about the role of anesthetists might be low. Scholars promote that acknowledging employees for their good work is motivator for job satisfaction.

This study revealed that strong control over work and responsibility produces higher job satisfaction(59.5%) in good agreement with (2). A study conducted in Nigeria suggest that giving enough job freedom and power might help employee to feel own of the results and greater job satisfaction(29). Supported by the result of a study in Ethiopia our study indicated that satisfaction with social interaction like helping others and patient outcome was relatively high(10). This might be due to the fact that anesthetists work to relief pain and suffering diseases of their clients.

8. LIMITATION OF THE STUDY

The possible weakness may come from the small sample size and there is not a special standardized job satisfaction measurement tool for anesthetists and we modified job satisfaction scale developed for nurse.

9. CONCLUSION

Job satisfaction of anesthetists working in Amhara National Regional State is low. The only factor associated with job satisfaction was working position. Anesthetists were most satisfied with their control and responsibility, least satisfied with co-worker interaction.

10. RECOMMENDATION

1. Hospitals should work for creation of smooth interaction of the OR team
2. Universities and hospitals should facilitate further educational opportunities for anesthetists
3. Ethiopian Association of anesthetists should create public awareness towards the role of anesthetists

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12. ANNEXES

ANNEX-I-INFORMATION SHEET

Project Title: Job satisfaction and associated factors among anesthetists working in Amhara National Regional state, Northwest Ethiopia,2017.

Principal investigator:- Henos Enyew

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2. Habtamu Getinet (BSC, MSC in Advanced Clinical Anesthesia)

Name of organization-Gondar University Hospital

Name of the Sponsor-University of Gondar

Purpose of the Research Project

The aim of the present study is to assess the overall job satisfaction among anesthetists working in Amhara regional state. Job dissatisfaction not only affects the health status and quality of life of anesthetists but also the quality of the clinical service and patient care. Assessment of job satisfaction and is a very interesting issue to design safer coping mechanisms and improved health policies that create conducive working conditions for anesthetists.

Introduction

This information sheet and consent form is prepared with the aim of explaining the research project that you are asked to join by the group of research investigators. The main aim of the study is to assess the overall job satisfaction among anesthetists working in Amhara regional state. The research group includes one trained BSC anesthetist, and advisors from University of Gondar.

Procedure

I invite you to take part in our project to assess the level job satisfaction and associated factors among anesthetists to show magnitude of the problem for the concerned bodies and suggest better coping mechanisms. If you think that this research is worth participating you will be asked to sign the consent form and fill the questionnaire that is sent through emails or in hands. If you are reluctant to participate you will have the full right to withdraw, by any means.

The subjects will be selected from all referral hospitals in Amhara region. All of your responses, your name and data you filled in the questionnaire are kept confidential by a coding system. If you participate in this research you will be giving a valuable data for further solutions to improve job satisfaction and reduce physical and emotional exhaustions we all are feeling in our stressful job.

Incentive

You will not be given anything as a promotion in participating in this research or you will miss nothing if you refuse to participate in the study.

Confidentiality

Except the principal investigator no one will have access to your collected data or your name. The data will be kept coded and locked with no labeling specifying you or anyone participating in the research.

Right to refuse

You will have the full right of refusing at or during the conduct of the research. You will not be benefited from or injured in any way by refusing to participate in the research. You can rejoin the research at any time you feel comfortable.

Whom to contact

This research project will be received and approved by Ethical Committee and department of anesthesia of University of Gondar. If you have any question, contact any of the following individuals and you may ask at any time you want:

1. Henos Enyew

Department of Anesthesia and University of Gondar

Phone number-+251918036566

2. Demeke Yilkal

Department of Anesthesia and University of Gondar

Phone number – +251910555951

3. Habtamu Getinet

Department of Anesthesia and University of Gondar

Phone number- +251912011019

ANNEX-II: ENGLISH VERSION CONSENT FORM

Written informed consent before conducting the interview

Hello greeting, my name is _____. I am member of Department of Anesthesia Research team undergoing study, so I will ask you to fill the questionnaires relevant to study.

Almost half of anesthetists are overworking and they are prone for job dissatisfaction, which impairs the health, wellbeing and future fate of anesthetists. So the present study is designed to assess the level of job satisfaction among anesthetists and predictors for satisfaction. By participating in this research you will be giving a valuable data for the assesement of the magnitude of satisfaction among anesthetists in Amhara regional state. You will be asked to fill the questionnaires with patience and send the data either via emails or deliver in hand.

Everything will be confidential in a secure way; you will have the full right to refuse not to participate in the research. You will not be given any incentives or be benefited or injured in any way. The results that we find will be used as a base line data for further actions in reducing job dissatisfaction and burnout. We kindly request you to give us your 15minutes to fill the questionnaires. Do I have your permission to continue?

1. If yes, signature of participant.....

And continue to the next page

2. If no, skip to the next participant

Informed consent Certified by

Interviewer: Code _____ Name _____ signature _____

Date of interview _____ Time started _____ Time completed _____

Result of interview: 1.Completed 2.Respondent not available 3.Refused 4. Partially completed

Supervisor (Checked): Name _____ signature _____ Date _____

ANNEX-III : AMHARIC VERSION :በአማርኛ የተተረጎመ የስምምነት ቅጽ

በአማራ ክልል ውስጥ ባሉ ሪፈራል ሆስፒታሎች የሚሰሩ አንስቴቲስቶች በአንስቴዝያ ሙያ ላይ ያላቸውን ርካታ መጠን ለመለካት በሚደረገውጥናትና ምርምር ለመሳተፍ ፈቃደኛ የሆኑ አንስቴቲስቶች የስምምነት ማስፈረሚያ ቅጽ፡፡

እንደምን ነዎት ስሜ _____ ይባላል፡፡ እኔ በአንስቴዝያ ትምህርት ዘርፍ ባለ ሙያ ስሆን ይህ ምርምር በጎንደር ዩኒቨርሲቲ የምርምር ቡድን የሚመራ ይሆናል፡፡ በጥናቱ ለመሳተፍ ፈቃደኛ መሆንዎትን ለመጠየቅ ነበር፡፡

በአለም ውስጥ በአንስቴቲስትነት ሙያ ከተሰማሩ የህክምና ባለሙያዎች መካከል 50 ፕሮሰንት ያህሉ በሙያቸው ላይ ያላቸው ርካታ ዝቅተኛ መሆኑን ለማወቅ ተችሏል፡፡ ለዚህም ምክንያት ተብለው የተጠቀሱት የሙያው ውስብስብነት፣ ማህበረሰቡ ለሙያው ግንዛቤ ዝቅተኛ መሆን፣ ለረዥም ሰዓት ያለረፍት መስራት ሲሆኑ መፍትሄ ካልተበጀላቸው ባለሙያዎችን ለጭንቀት፣ ድብርትና ለተለያዩ ሱሶች በማጋለጥ ለጤና መታዎክ፣ የስራ ፍቅር መቀነስ እንዲሁም የህይወት ርካታን በማዳከም መጠነሰፊ ችግር ያስከትላል፡፡ መጠይቁን በትዕግስት እንዲሞሉ እየጠየቅን የሚሰጡን መረጃ በምስጢር እንደሚያዝ ልናረጋግጥልዎት እንደምናለን፡፡ በምርምሩ ውስጥ ባልመሳተፍዎ የሚያጡት ውይይት በመሳተፍዎ የተለየ የሚያገኙት ጥቅማጥቅም የለም ወይም እንዲሳተፉ ምንም ዓይነት ማበረታቻ አይሰጥዎትም፡፡ ጥያቄዎቹን በሚጠየቁበት በማንኛውም ሰዓት ላይ የማይመች ነገር ካጋጠመዎት ለማቋረጥ የምትችሉ እና በሚመችዎት በማንኛውም ሰዓት መቀጠል የምትችሉ መሆኑን ልናረጋግጥልዎት እንደምናለን፡፡ የምናገኘው መረጃ ወደፊት በችግሩ ላይ ለመውሰድ ለሚታቀደው ተግባር እንደመሰረት የሚያገለግል ይሆናል፡፡ ቃለመጠይቁ ከ15 ደቂቃ በላይ አይወስድም፡፡

በምርምሩ ላይ ለመሳተፍ ፈቃድዎን አግኝቻለሁ፤

1. መልሱ አዎ ከሆነ ቀለ መጠይቁ ይቀጥላል
2. መልሱ አይደለም ከሆነ ወደሚቀጥለው ተሳታፊ እለፍ፡፡

ANNEX-IV-QUESTIONNAIRE

Part I: Questions on socio-economic and demographic characteristics of study participants.

NO.	Question	Response	code
101	age	-----years	
102	Gender	1. male 2. female	
103	Marital status	1. married 2. not married 3. divorced 4. widowed	
104	Religion	1. Orthodox 2. Muslim 3. Protestant 4. Catholic 5. other	
105	Working hours per weekhours	
106	Educational status	1. MSc 2. BSc 3. Diploma	
107	Working position	1. Academic staff 2. Clinical staff 3. Head/supervisor	
108	Work experienceyears	
109	Resource and supply	1. Adequate 2. inadequate	
110	Your current salary	Ethiopian birr-----	

Part II: job Satisfaction questionnaire based on MMSS and job/organization factor

How satisfied are you with the following aspects of your current job?

Please **circle** the number that applies your current satisfaction level in front of each question/item.

no	1= very dissatisfied	2=moderately dissatisfied	3= Neutral	4=Moderately satisfied	5=Very satisfied
201	Income paid as anesthetist				1 2 3 4 5
202	Satisfaction in helping others				1 2 3 4 5
203	Hours that you work in the hospital				1 2 3 4 5
204	Work Schedule Flexibility				1 2 3 4 5
205	Public awareness about the role of anesthetists				1 2 3 4 5
206	Opportunities for advancement				1 2 3 4 5
207	Recognition from your head for your work				1 2 3 4 5
208	Opportunity for training				1 2 3 4 5
209	Interaction with the surgeon you work with				1 2 3 4 5
210	Work load				1 2 3 4 5
211	Satisfaction with quality of patient care				1 2 3 4 5
212	Satisfaction with patient out come				1 2 3 4 5
213	Autonomy in anesthetic care decision				1 2 3 4 5
214	Assistance you have in the operation theatre				1 2 3 4 5
215	Respect from management				1 2 3 4 5
216	Amount of responsibility				1 2 3 4 5
217	Opportunity to participate in research				1 2 3 4 5
218	Time to take part in social life				1 2 3 4 5
219	Your control over conditions in the working unit				1 2 3 4 5
220	Your participation in organizational decision making				1 2 3 4 5
221	Receiving recognition for tasks well done				1 2 3 4 5
222	Satisfaction with incentives				1 2 3 4 5
223	Remuneration for professional hazard				1 2 3 4 5
224	Professional gratification				1 2 3 4 5

Declaration:

I, the undersigned, declare that this thesis is my original work in partial fulfillment of the requirements for the degree of MSc in Advanced Clinical Anaesthesia. I understand that plagiarism will not be tolerated and all directly quoted material has been appropriately referenced

Name : _____

Signature: _____

Submission to MSc Tutor, Dept. of Anaesthesia, University of Gondar Hospital.

Date of Submission: _____

This thesis work has been submitted for examination with my/our approval as Advisors and Tutors on the MSc in Advanced Clinical Anaesthesia course (at least one signature required)

Name

Signature

1. _____

2. _____